AGREEMENT

BETWEEN THE

BEAVERTON SCHOOLS BOARD OF EDUCATION

and the

BEAVERTON EDUCATION ASSOCIATION

THIS CONTRACT IS IN EFFECT UNTIL JUNE 30, 2028

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AGREEMENT BETWEEN BEAVERTON SCHOOLS AND BEAVERTON EDUCATION ASSOCIATION

This Agreement is entered into by and between the Board of Education of Beaverton Schools, Beaverton, Michigan, hereinafter called the "Board", and the Beaverton Education Association, hereinafter called the "Association."

GENERAL STATEMENT OF POLICY

A. The Board of Education of the Beaverton Schools and the Beaverton Education Association agree that the development and implementation of a high-quality instructional program is a joint responsibility. It is further agreed that the best way to discharge the joint responsibility is through close consultation among the Board, the Administration and the teaching staff speaking through their elected representative (Association).
B. Since these groups have the same goal of providing the best possible education for all students enrolled in the schools, relationships must be established which are based upon these high ideals, common interest and the proposition that education is a public trust and a professional calling.
C. The Association agrees that the Board has final authority in all such matters.

RECOGNITION

A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, for all professional certificated personnel, and non-certified personnel given the authority to be assigned as a teacher in an alternative certification program approved by the State of Michigan, but excluding substitutes, superintendents, assistant superintendents, business managers, principals, assistant principals, community school director, school social worker, school nurse, and school psychologists, and other supervisory personnel. The term "teacher", when used hereinafter in the Agreement shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined**.**

   References to Kindergarten (“K”) in this contract also refer to the Young 5s program. GSRP teachers are covered under a Letter of Agreement contained in the Appendix.

B. The Board agrees not to negotiate with any teacher's organization other than the Association for the duration of this Agreement.

C. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement, provided that the Association has been given opportunity to be present at such adjustment.

ARTICLE I - TEACHER'S RIGHTS

A. Nothing contained herein shall be construed to deny or restrict any teacher rights he may have under Michigan General School Laws. The rights granted to teachers within this Agreement shall be deemed to be in addition to those provided in the general school laws

B. Pursuant of Act 379 of the Public Acts of 1965, the Board and the Association hereby agree that every employee of the Board shall have the right to freely organize, join and support the Association for the purpose of engaging in collective bargaining or negotiations and other lawful concerted activities for mutual aid and protection or to refrain from such activities. As a duly elected body exercising governmental power under code of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the Constitutions of Michigan and the United States. The Board and the Association hereby agree that they will not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reason of his membership in the Association, his participation in any lawful activities of the Association or collective professional negotiations with the Board, or his institution of any grievance or the lack of such activities.

C. The Board specifically recognizes the right of its employees to appropriately invoke the assistance of the Michigan Employment Relations Commission, or a mediator from such a public agency.

D. With prior approval of the building principal, the Association and its members shall have the right to use a room within a school building at any reasonable hour for meetings. No teacher shall be prevented from wearing insignia, pins or other identification of membership in the Association either on or off school premises. A bulletin board in the teacher's lounge and other established media of communication shall be made available to the Association.

E. The Board agrees to make available to the Association in response to a specified request, information available to the residents of the district concerning the financial resources of the district, tentative budgetary requirements and allocations and such other generally available information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students.

F. It is expressly understood that the Board shall not be required to furnish to the Association or teachers, information from college placement offices. However, each teacher shall be informed of any additional information added to his/her file.

ARTICLE II - BOARD RIGHTS

A. The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan, and of the United States, including but without limiting the generality of the foregoing, the right: 4

1. To the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees while performing assigned duties.
2. To hire all employees and, subject to the provisions of law, to evaluate their qualifications and the conditions for their continued employment, or their dismissal or demotion; and to promote and transfer all such employees.
3. To establish classes and courses of instruction, including special programs, and to provide

for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.

4. To make the final decision on the means and methods of instruction, the selection of textbooks, other teaching materials, and the use of teaching aids of every kind of nature.
5. To determine class schedules, the hours of instruction and the duties, responsibilities, and assignment of teachers and other employees with respect thereto; and with respect to administrative and Appendix B and C activities, and the terms and conditions of employment.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance herewith shall be limited only by the specific and express terms of this agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Michigan, and the Constitution and laws of the United States.

ARTICLE III - PROFESSIONAL COMPENSATION

A. The salaries of teachers covered by this Agreement are set forth in Schedule A which is attached to and incorporated in this Agreement. Additional hours above BA shall be approved for graduate credit and undergraduate credit with prior Board representative approval. Such salary schedule shall remain in effect during the term of this agreement.

B. The salary schedule is based upon a normal weekly teaching load, as hereinafter defined, on or about August 20th to on or about June 15th during normal teaching hours. However, certain extracurricular activities shall be renumerated according to Appendix B and C.

C. Any teacher who is assigned an extra class shall be compensated at the portion of his/her salary which is the inverse of the number of class periods the teacher would be teaching. Example: 6 period day, 1/6 of salary: 7 period day, 1/7 of salary.

Any person eligible for membership in the Association who acts as a substitute teacher, with the approval of the building principal, shall be compensated for each period in which direct supervision is provided at the same rate. A timesheet will be required.

A teacher, who acts as a substitute during his/her conference /planning period, with approval of the building principal, shall receive additional compensation at an hourly rate equal to 0.1% of BA, Step 1 as set forth in Schedule A. The teacher shall have the option to select compensatory time when he/she has substituted 180 minutes.

K-5 staff may, with approval of the building principal, receive one additional compensatory day per semester for voluntarily covering lunch and recess times outside of their normal duty assignments. The compensatory day must be equivalent to a total of three (3) hours of recess/lunch accumulated coverage time (as documented by the building principal) and shall not be granted until after the total time (180 minutes) of voluntary coverage has been served.

Compensatory time may be used in half day intervals, providing a substitute teacher is available, but not more than two (2) days at a time or more than a total of five (5) days in any given school year. Use of compensatory time shall be limited to one (1) individual per building on any given day. Unused compensatory time shall be paid no more than three (3) weeks after the end of the students' last day of school.

Compensation for work performed outside of the contracted day or year, with approval of the Superintendent of Schools, and not covered by Schedule B or C shall be set at an hourly rate equal to 0.1% of BA, Step 1 as set forth in Schedule A.

D. The parties agree that certain elements of the school calendar are required by State Law and therefore non-negotiable. Teachers shall not be required to report more than three (3) consecutive days the week prior to the beginning of classes or to remain more than one day after classes end. A minimum of one (1) day prior to the beginning of classes shall be counted as an instructional day pursuant to State School Aid Act Section 101(10). In the event returning probationary teachers are required to report for days in excess of those provided herein, they shall be compensated at the training rate set forth in this agreement.

E. The following holidays shall be observed and all schools closed: New Year's Day, Good Friday, Memorial Day, Labor Day, Thanksgiving Day and Christmas Day. Further, schools will be closed on those dates mandated by the State of Michigan**.**

F. A teacher engaged during the school day in negotiation on behalf of the Association with any representative of the Board or participating in any professional grievance negotiation shall be released from regular duties without loss of salary.

G. With five (5) work day notice, teacher representatives of the Association shall be released from regular duties without loss of salary or sick leave days a total of five (5) days per year for the purpose of participating in area, regional or state meetings of the Michigan Education Association or other Association business. Five (5) additional days may be used by the Association provided the Board is reimbursed for the substitute's pay.

H. For release time outlined in Paragraphs F and G (above), the reporting unit (District) shall be reimbursed those sums paid to the retirement board by the Association on a current basis per MCL 38.1371(6).

I. A bargaining unit employee hired into a bargaining unit position who does not have a Michigan teaching certificate or other professional licensure required for the position, will not advance on the salary schedule past Step 1. If the employee obtains a Michigan teaching certificate or other licensure required for the position, the employee will advance to Step 2 on the salary schedule at the beginning of the next school year if steps are provided during that school year.

If a teacher in an alternative teacher certification program or holding an interim teaching certification does not obtain a standard teaching certificate within a period of time established by the State of Michigan, the District, in its discretion, may terminate the teacher’s contract.

ARTICLE IV - PAYROLL DEDUCTION

A. Annuity payroll deductions:

The Board agrees that upon written authorization they will deduct from the employee’s paycheck, subsequent to the authorization and forward the amount specified in the authorization to a financial institution and/or a tax-sheltered annuity that has a minimum enrollment of 10 bargaining unit employees and is approved by the Superintendent/Board.

B. To begin payroll dues deductions, the Association must give the Employer 60 days advance notice, the payroll dues deduction must begin at the beginning of the school year, and the payroll dues deduction must begin after the 2026-27 school year. A bargaining unit member may voluntarily sign and deliver to the Employer a form authorizing the payroll deduction of Association dues. Said authorization received in hard copy signed form or an electronically signed form provided by the Association shall be accepted and processed by the Employer. The employee may opt out at any time. The District will be fully indemnified and held harmless with regards to any claims, suits, or complaints brought against the District for acting under this paragraph.

ARTICLE V - TEACHING HOURS

A. The district administration may structure the teacher's work day schedule such that starting and ending times may vary, but all instructional and non-instructional times shall be equitable within his/her assignment level (i.e., arrival, starting, preparation, lunch, and ending of the work day).

The teacher's normal teaching hours shall be as follows:

1. Duty time is seven (7) hours and forty (40) minutes for teachers. In the event the Board of Education decides to change the normal assigned building hours of 7:40 a.m. and 3:20 p.m. for K-5 teachers and 7:45 a.m. and 3:25 p.m. for 6-12 teachers, the staff will be given at least four (4) week notice and the change will be added at the beginning of the school year. Letter of agreement to waive when necessary.
2. Teachers may be assigned to their teaching station as close as five (5) minutes after their required arrival time and shall fulfill professional responsibilities until their required departure time as indicated in paragraph 1. On Fridays or on days preceding holidays or vacations as outlined in Article XII, paragraph D, the teachers' day shall end for K-5 teachers at 3:10 p.m. and for 6-12 teachers at 3:15 p.m.
3. These hours may be altered by a joint decision of principal and teacher, provided the length of day is not increased.
4. Positions which require student, parent or other contacts beyond the limits of the regular instructional day may develop appropriate flexible schedules within the standard work week, subject to the approval of the principal. A supporting work log may be required.
5. Regular K through 12 teachers will not be required to remain at their teaching stations beyond the times set forth above, except as required elsewhere in this Agreement.

B. There shall be 180 days of pupil instruction. Teachers are expected to report to work, in addition to the 180 pupil instruction days for four half day (4 – ½ day) teacher record days, one (1) teacher orientation day, five (5) professional development days, and one (1) parent-teacher conference day. On teacher record days, teachers will be allowed to leave work when records are up to date and complete with approval by the building principal. Should our technology advancements render record days as obsolete they may become additional professional development days or student attendance days to make-up days/time lost due to unscheduled school closings. Such decisions would require consultation and agreement in advance between the Association and Administration.

1. Up to two (2) days of orientation and professional development will be required for all new hires effective with this agreement. The Association will be given one hour during the orientation or professional development to address new hires. These days must be completed prior to the first day of the school year of this agreement. Teachers hired after the first day of the calendar of this agreement must complete the two (2) day orientation and professional development requirements prior to their first day of assignment. In case of an emergency, a teaching position may be filled without

completion of the two (2) days of orientation and professional development. However, the teacher(s) will have to be scheduled for the two (2) day orientation and professional development at a later date.

2. Probationary teachers will be required to attend up to 15 days of professional development during the first three (3) years of employment in classroom teaching. These days will be in addition to professional development days for the total teaching staff. These days may be scheduled in the summer or during the school year. If the days are during the summer, the building principals must confer with the probationary teacher and reach an agreement on the scheduling of the days. The probationary teacher will be paid at the Training Pay rates as set in this agreement. This will also include all expenses for mileage, food, fees, room charges, and materials. Once the probationary teacher reaches the mandatory number of professional development days as set forth by the State, he or she will not be required to attend any further probationary professional development training. Any new hire who has acquired prior probationary professional development training will be given credit for those days towards the total required days.
3. State mandated test program days will be scheduled within the annual calendar for student instruction**.** Each building principal will assign his/her staff members to their assignments for these days.
4. A professional development committee will be formed with representation from the Association, Administration, and input from the Board of Education. This committee will develop, plan, and schedule all professional development days for the school system. All professional development days must be scheduled at least ten (10) days in advance.

C. Professional Development will be scheduled on non-game or extracurricular days whenever possible. Coaches and advisors are required to attend professional development meetings scheduled. Persons may be allowed to leave early at the discretion of the Building Principal on a case by case basis. No case is to be precedent setting.

D. All teachers shall be entitled to a thirty-minute duty free lunch period within the hours of 10:30 a.m. and 1:30 p.m. unless requested by the building principal to temporarily assist in school related emergencies. Every effort will be made to avoid such requests by the principals.

E. No teacher shall be expected to be at school on days when buses cannot run.

F. In the event students are dismissed early, teachers will be excused also.

G. After school faculty meetings shall begin no later than ten (10) minutes after student dismissal and may be scheduled as follows: One sixty (60) minute meeting per month with 72-hour notification and unlimited meetings of fifteen (15) minutes per month with 24-hour notice.

ARTICLE VI - TEACHING LOADS

A. K -5 elementary classroom teachers will be provided with two (2) planning periods, a.m. and p.m., for a minimum of 55 minutes during the student day and/or 275 minutes per school week of which a minimum of 205 minutes shall be unassigned preparation. Grade levels which choose to deviate from this schedule may develop an appropriate alternative schedule, subject to the approval of the principal. All alternative schedules must include a minimum of 55 minutes during the student day and/or 275 minutes per school week *.

Each secondary classroom teacher will be given an equivalent of one unassigned preparation period each day.

All bargaining unit employees are encouraged to attend assemblies and special presentations, but should an assembly or special presentation fall within their regular planning period, they will not be required to attend.

B. Teachers assigned to any classroom responsibility shall, except for emergencies, remain in the room and/or laboratory during classroom hours unless a suitable adult or other teacher takes his/her place.

C. All secondary 6-12 teachers are to be at their classroom door between classes to assist in controlling students in the hall, unless working with a student, parent, or an administrator.

ARTICLE VII - EXTRA DUTY ASSIGNMENTS AND TRAINING PAY

A. The Board of Education reserves the right to make all extracurricular assignments on a year to year basis. Such assignments or dismissal from assignment are not subject to the grievance procedure. However, written reasons for dismissal shall be provided to the individual affected.

B. With the approval of the **S**uperintendent, the building principal may request school personnel whose positions require additional time before and after the regular school year to report for the purpose of working on position-specific activities**.** Extra time before and after the regular school year shall be outlined within an extra duty contract established between the employee and the Board within thirty (30) days prior to the commencement of the extra duty contract. Pay for these extra days will be equal to their normal per diem pay.

C. Extra duty assignments and incentives for Early Notification of Retirement / Separation of Service shall be paid either the second pay of January or the second pay of June each year.

D. Training Expenses: Per day pay of the current substitute teacher rate for attendance at training sessions, when no other compensation is provided, or college credit taken, with mileage and meal allowance. This is applied only when the meeting is after school hours, summer, breaks, weekends, or in general on non-release time, under the following guidelines:
    1. Must be specifically approved in advance by both the building principal and central administration prior to attendance.
    2. Must be conducted for a minimum of two (2) hours. Parts of a day will be paid at the percent of the day of the meeting. (i.e. 1/2 day = 1/2 pay)
    3. Voluntary general attendance at conferences and similar events, where the District has agreed to pay appropriate travel, registration, meals and lodging in accordance with District policy and/or agreements shall not be regarded as training and therefore not eligible for training pay.

E. Lead Teacher: In the event the Administration deems it necessary to designate a teacher for the purpose of instructing other staff members in implementing an existing or a new learning program, which is outside the designated teacher's normal duties and responsibilities, said teacher shall be paid thirty ($30.00) dollars per hour of actual instruction time in addition to the teacher's regular salary. "Actual instructional time" is to include planning, delivery, and debriefing. The Administration shall have the sole and exclusive right to determine who, when, and how many lead teachers it deems necessary at any given time and for any given program. Teachers who have reasons justifiable to the Administration for not accepting a lead teacher assignment will not ordinarily be required to perform such duty. When such assignment becomes a requirement, the issue of said requirement shall be subject to the Grievance Procedure. The Board reserves the right to use personnel outside the District for a lead teacher position whenever it deems appropriate.

F. School Improvement Compensation:
   1. School Improvement Chairperson: $500.00 (may be split between co-chairpersons) 10
   2. District Improvement Chairperson: $500.00 *

G. Merit Pay: Teachers shall be informed by administration of the district method for determining qualification to receive merit pay (Appendix 1), and the process for establishing a qualifying account for deposit of merit pay should it be received within the first 10 contract days of each new school year. Merit Pay will be put into a qualified pre-tax retirement program. Merit Pay shall be forfeited by individuals who fail to establish a qualifying account prior to December 31st of the school year in which the merit pay is earned. Teachers hired after the start of the school year shall be informed of the district method for determining qualification to receive merit pay (Appendix 1) within the first 10 days of employment and must establish a qualifying account within 90 days of employment in order to be eligible for merit pay. A separately negotiated Letter of Agreement will dictate terms of Merit Pay (Appendix 1).

ARTICLE VIII - TEACHING CONDITIONS

A. Because the pupil teacher ratio is an important aspect of an effective educational program; the parties agree that class size should be lowered wherever possible. Kindergarten classrooms will not exceed eighteen (18) students without the provision of a full-time paraprofessional assigned to the room. In the event a teacher in grades K-2 is required to instruct more than twenty-five (25) pupils; a teacher in grades 3-5 is required to instruct more than thirty (30) pupils; or a core subject teacher in grades 6-12 is required to instruct more than thirty-five (35) pupils he/she shall be compensated at $175 per pupil above the limits set forth unless the room is provided a classroom assigned paraprofessional for a minimum of 1⁄2 of the instructional day. Payment shall be made on the second payroll of the month following the submission of our pupil count certification to the State of Michigan. The foregoing is based on the student count as of the fall and spring student count days. Further, the class size limitation above is not inclusive of special classes, recess, or general supervision assignments.

B. The Board shall make available in each school a lunchroom, restroom, and lavatory facilities exclusively for staff use and at least one furnished room which shall be reserved for use as a staff lounge.

C. Telephone facilities for local calls shall be made available to staff members for their use in school lounges. Additionally, each staff member will be provided with voicemail and email to facilitate intra/inter building and parent communications.

D. Adequate parking facilities shall be made available to staff members for their own use.

E. The private life of a teacher is of no concern to the Board, unless it affects the performance in the classroom.

F. The provisions of this Agreement and the wage, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, sex or marital status or membership in an association with the lawful activities of any employee organization.

G. Teachers assigned to a different classroom will be paid a moving stipend equal to the daily published substitute rate. This stipend shall also be paid to teachers asked to remove the majority of the contents of their classroom for any reason within the instructional school year unless a substitute teacher is provided for a minimum of one full day.

ARTICLE IX - JOB SHARING

A. Full-time positions for the purpose of job sharing may be made available:

1. at the discretion of the Board;
2. upon recommendation of the Superintendent or designee;
3. with the approval of the building principals in whose buildings shared positions will be located; and
4. within the allocated staff positions for the current school year;

B. Definition of Job Sharing

For the purpose of this Agreement, job sharing shall mean the occupation of a single staff position by two (2) individuals with each assignment being approximately half-time.

C. Operation

1. The teachers will not file for unemployment benefits while employed in a shared position of a voluntary nature.
2. If a teacher partner having joint responsibility for the same student is requested and agrees to substitute for his/her teacher partner by the building principal, the teacher will be compensated at half the daily substitute rate for the substitute time.
3. An agreement by the teacher partners that joint planning will be undertaken whenever they have joint responsibility for the same students. In order to accommodate this requirement, individual arrangements will be made with the administration prior to implementation.
4. Requests for the shared time shall be submitted to the Superintendent by April 1. Requests which do not comply with the above date shall be treated on an individual basis.

D. Compensation and Benefits

Job share positions will be compensated as follows:

1. Teaching salary will be prorated to reflect the fraction of the position shared. The experience and educational step for the teacher will be the same as he/she would be entitled to if employed on a full-time basis. This step will determine the base salary from which the salary fraction will be computed. The cost of positions will not exceed 1.0 staff positions. Teaching half days would mean 50% of full salary.
2. Full seniority will accrue to a person in a shared time position.
3. Sick and personal leave will be prorated according to the fraction of the position for which the person is employed as per Articles XI and XII.
4. The combined cost of fringe benefits for the job-sharing position shall not exceed the benefit costs of one (1.0) full-time position.
5. Salary may be spread over the school year (21 pays) or over the calendar year (26 pays).

ARTICLE X –VACANCIES AND NEW POSITIONS

A. A vacancy shall be defined as an unfilled, open position within the bargaining unit or a newly created bargaining unit position that the District intends to fill.

B. Whenever any vacancy within the bargaining unit and/or in any professional position in the district shall occur, the Board shall publicize the same by giving written notice of such vacancy to an Association Officer and provide for an appropriate posting in every school building and on the Beaverton Schools website.

C. Teachers may apply for such vacancies.

ARTICLE XI - PLACEMENT, TRANSFERS, LAYOFF and RECALL

Placement and Transfer

A. Placement is defined as assignment or transfer to a vacant position with current staff or newly hired teacher. A transfer of a bargaining unit employee may be voluntary or involuntary.

B. Teacher placement decisions may be based on the following factors:
    1. Staffing the curriculum with the most effective, certified, and qualified teachers to instruct the applicable courses and grades.
    2. The teacher holds proper certification, approval, or authorization for all aspects of the assignment.

    The teacher's qualifications including:

        a. Compliance with applicable federal or state regulations;
        b. Professional training and relevant academic preparation;
        c. Prior relevant teaching experience; and
        d. Additionally, teacher placement shall be made based on teacher effectiveness.

C. A request for transfer may be made at any time in writing to the Human Resource Office with a copy to the Superintendent and the Association President. The Superintendent may approve a requested transfer if the Superintendent determines that the transfer is not disruptive for students.

D. If more than one (1) bargaining unit employee requests a transfer to the same vacant position and all qualifications are equal as defined in paragraph B above, the bargaining unit employee with the greater seniority with the district may be assigned to the position, subject to paragraph C.

E. Any teacher who shall be transferred to a supervisory or executive position and shall later return to a teacher status shall be entitled to retain such rights as he/she may have had under this agreement prior to such transfer to supervisory or executive status.

F. The District may involuntarily transfer a teacher to a bargaining unit position for a reason that is not arbitrary or capricious.

G. Teachers may grieve placement decisions to the Board under Article XVIII, paragraph G.

H. Vacant positions may be filled with a substitute teacher until the position can be filled with a qualified permanent teacher. The positions will continue to be posted until a qualified permanent teacher can be hired.

Layoff and Recall

A. If the Board determines that there is a need for a reduction in staff or recall of staff in the bargaining unit, decisions about the reduction and recall of teachers will be guided by the following criteria:
    1. Retaining the most effective staff who are certified and qualified to instruct the courses within the curriculum, academic level(s), and department(s).
        a. This policy does not require the retention or recall of probationary or tenured

teachers whose most recent performance evaluation contains an overall rating of developing or needing support in preference to any probationary or tenured teacher rated either effective, as reflected in that teacher's most recent performance evaluation.

b. A probationary teacher rated as effective on the teacher's most recent annual year-end performance evaluation is not subject to being displaced by a tenured teacher solely because the other teacher is tenured under the Teachers' Tenure Act.

2. Teachers must be properly certified, approved, or authorized for all aspects of their assignments. The teacher's certification, authorization, or approval status will be:
    a. Determined by applicable statutes and regulations, including the Revised School Code, Teacher Certification Code, and MDE's Rules for Special Education Programs and Services; and
    b. Based on documentation on file with the Superintendent's office at the time of the actual reduction of force or recall of staff.
        i. A teacher must maintain current and valid certification, approval,or authorization, as applicable, and will be responsible for filing a copy of the teaching certificate, approval, or authorization with the Superintendent's office in compliance with Revised School Code Section 1532.
        ii. The District may maintain an employee who is working towards certification, approval or authorization if no certified employee is employed by the District to fill that position.
        iii. If a teacher petitions for nullification of the teaching certificate or any endorsement, the teacher must promptly provide written notice of that petition to the Superintendent's office.
3. In addition, teachers must be fully qualified for all aspects of their assignments, based on documentation on file with the Superintendent's office, including:
    a. Compliance with applicable state or federal regulatory standards, including standards established as a condition to receipt of foundation, grant, or categorical funding;
    b. Professional training and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment;
    c. Formal or specialized training in the subject area(s) or grade level(s); and
    d. Prior teaching experience relevant to the instructional assignment and anticipated to contribute to the teacher's effectiveness, including:
        i. Experience in a relevant building or department or at a relevant academic/grade level;
        ii. Experience teaching relevant instructional subjects;
        iii. Recency of relevant and comparable teaching assignments;
        iv. Previous effectiveness ratings;
        v. Disciplinary record, if any; and
        vi. Attendance.
4. Teachers must provide the District with current information and documentation supporting the teacher's certification and qualifications.
    a. Reduction and recall decisions will be based on the teacher's certification and qualifications in the District's records at the time of the decision, or must bring them forward to satisfy the District's request for the information.
    b. A laid off teacher must maintain current contract information (address, phone, and email address) with the Superintendent's office.

c. Failure to maintain current contract information may negatively impact the teacher's recall.

5. Teacher reductions and recalls are by formal Board action.
6. Before the Board authorizes a teacher reduction, the Superintendent or designee will notify the Association President and the affected teacher and give the Association and affected teacher an opportunity to respond, either in person or in writing, to the proposed reduction.
7. The Superintendent or designee will provide written notice of Board reduction in force or recall decisions to each affected teacher.
8. A teacher's length of service with the District may be considered as a tiebreaker, but will not be the primary or sole determining factor in reduction in force and recall decisions.

Teacher Recall Process

1. A teacher is eligible for recall for two (2) years from the date the District implemented the reduction in force.
2. The Superintendent will first identify the academic level(s) or department(s) where a teaching vacancy exists.
3. Before or in lieu of initiating the recall of a laid-off teacher, the Superintendent may reassign teachers to fill vacancies.
4. The Superintendent will consult with the Association about the potential reassignment or recall.
5. After consultation with the Association, the Superintendent may take either of the following actions to fill a vacancy:
    a. Recall the laid-off teacher based on the factors identified in paragraph A.3. If all factors are equal among laid-off teachers, seniority will be used as the determination of preference for recall.
    b. Post the vacancy and consider all applicants if the Superintendent determines
        i. No teacher on layoff meets the certification and qualification requirements for the position as otherwise stated herein.
6. The Superintendent or designee will provide written notice by certified mail of the Board's recall decision to any recalled teachers and will establish the time within which the teacher must accept recall to preserve the teacher's employment rights.
7. A laid-off teacher who is recalled and fails to accept recall by the time designated in the recall notice will forfeit all rights to recall and continued employment unless the Superintendent has extended the time limit in writing.
8. A teacher may grieve a layoff or recall decision to the Board under Article XVIII, paragraph G.

ARTICLE XII - LEAVE POLICIES

A. Sick Leave Policy

1. Each teacher shall accrue ten (10) days per year for salaried covered sick leave. These days are subject to all provisions of the master agreement. Accrual shall accumulate to a total of one hundred forty (140) days. Sick leave shall be available to contracted teachers who begin work after the first day of school. Sick leave cannot be used for recreation. Any teacher exceeding the 140 accumulated sick leave limit in any given year shall be awarded 0.225% of base salary for each day in excess of the 140-day limit at the end of the school year. This amount shall be paid in the pay period closest to June 30th and the teacher shall begin in the fall at his/her accrued total from the previous year and begin to

accrue days as described above. It is the parties understanding that any annual payout is not reportable compensation to the Office of Retirement Services per MCL 38. l 303(a) but that the final determination is made by ORS.

2. Any portion of the salary-covered sick leave may be used to cover absences of the employee's mental or physical illness, injury, or health condition or preventative medical care for the employee or for the employee or employee's family member's medical or physical illness.

   The term "family member" applies to the definition under the FMLA, including grandchild, grandparent, and parent/son/daughter in law. Additional persons may be allowed at the discretion of the Superintendent on a case by case basis. No case is to be precedent setting. For full time employees, up to a maximum of 72 hours of sick time, depending on how many hours the employee is eligible for, may be used for an ESTA purpose as provided under that law. This language is not intended to provide more benefits to employees as is provided under ESTA. Part time employees will receive prorated paid leave time. An employee's remaining sick leave may be used for FMLA leave or other approved leave.

3. At the beginning of each school year, each teacher shall be credited with five (5) days to be used for each death in the immediate family of the teacher or spouse. Immediate family members as defined in Article XII, section 2 and the following additions: aunt, uncle, niece, and nephew. Additional days may be allowed at the discretion of the Superintendent of Schools. Any additional days granted beyond the five will be charged as salary covered sick leave. Unused bereavement days are not carried forward to future school years.

   Up to one (1) day may be allowed for each death of a close friend or family member not listed.

   Unused bereavement days are not carried forward to future school years. Additional persons may be allowed for bereavement leave at the discretion of the Superintendent on a case by case basis. No case is to be precedent setting.

4. A teacher absent from work because of mumps, scarlet fever, measles, chicken pox, pink eye or lice shall suffer no diminution of compensation and shall not be charged sick leave, when the employee provides the proper documentation from a medical professional that clearly identifies one of the conditions listed. Proper documentation will be defined as a written medical documentation from the school's nurse (if available), the employee's doctor, or other healthcare provider. Documentation must be submitted by the employee within 48 hours of the employee's return to work. Work related blood exposures, which may constitute danger of infection and requires medical attention, are also covered.

B. Leaves of Absence

1. General Policies
   a. All requests for leaves will be applied for and granted in writing and shall specify the reason and the beginning and ending dates desired or granted. The teacher must apply for the leave at least sixty (60) days prior to its commencement except in cases of emergency or when some other time limit is established for the particular type of leave requested.
   b. Beginning and ending dates of leave are to correspond as nearly as possible with the beginning or ending of school, a semester, or marking period in order to maintain the teacher student relationship as effectively as possible.

   c. A teacher on leave must notify the Board of his or her desire to return from such leave on or before April 1st for those who wish to return at the beginning of the next school year; or at least forty (40) school days prior to his/her return at other times of the year, unless physically or mentally unable to reply at that time.
   d. The Board may extend the leave for an additional year if requested to do so by the teacher.
   e. Failure to abide by the conditions and dates as specified in writing for an approved leave may result in the termination of all rights of employment unless a variance had been granted in writing by the Board upon the request of the teacher.
2. Leaves of absence with pay not chargeable against the teacher's allowance shall be granted for the following reasons:
   a. The absence for jury duty, school-related subpoena, or subpoena as a witness in a criminal trial will not be deductible from any other leave. The Board will pay an amount equal to the difference between the teacher's daily salary and the daily jury duty fee paid by the court for each day on which the teacher reports or performs jury duty on which he/she otherwise would have been scheduled to work.
   b. Court appearance as a witness in cases involving the Beaverton Schools, or its employees if related to the performance of their duties as a Beaverton employee.
   c. Approved visitation at other schools or attending educational conferences or conventions.
3. Leaves of absence without pay shall be granted to certified staff with tenure upon application, providing a suitable replacement can be found, for the following purpose:
   a. Study related to the certified staff member's licensed field and assignment.
   b. Study to meet eligibility requirements for a license or endorsement in an educational field other than that currently held by the certified staff member. The regular salary increment occurring during such period shall be allowed.
4. Maternity leave will be granted upon request to female teachers up to a maximum of one (1) year, renewable at the discretion of the Board. The application for such leave shall be accompanied by a statement from the attending physician giving the anticipated date of birth. Such leave shall commence when the teacher is no longer able to adequately perform the duties to which she is regularly assigned. Sick leave with pay will be allowed**,** up to the number of days the teacher has accumulated in sick leave, for the period the teacher is physically unable to perform the duties to which she is regularly assigned. Should the course of nature be interrupted or should the death of the child occur during the period of leave, regulations regarding return to employment may be relaxed at the discretion of the Superintendent, but a physician providing fitness to return to work may be required.
5. Placement of a child(ren) with the employee for the purposes of foster care and/or adoption of a child(ren) shall be considered appropriate cause for leave request; the procedures are covered under Board of Education Policy #4106.
6. To ensure continuity of instruction, the Board shall not be required to return the teacher to employment except at the beginning of a semester unless otherwise specified in the leave granted and then only in accordance with the general return from leave policy or under state or federal law.
7. In case of any dispute as to whether a teacher is able to return and adequately perform the duties to which he/she is regularly assigned, the physician who has treated the teacher will be asked to furnish a statement as to his/her physical health and well being.
8. Leave will not be counted as credit toward steps on any salary schedule unless the

teacher had taught ninety (90) days or more in the school year.

9. Leave of absence will be granted of up to two years to any teacher who joins the Peace Corps as a full time participant in such programs. Any period so served shall be treated as time taught for the purpose of the salary schedule set forth in Schedule A of this Agreement.
10. A maximum of two (2) teachers who are officers of the Association or who are appointed to its staff shall, upon proper application, be given leave of absence without pay for the purpose of performing duties for the Association. Teachers given leaves of absence without pay shall receive credit toward annual salary increment on the schedule appropriate to their rank.
11. Military leaves of absence shall be granted to any teacher who shall be inducted or shall enlist for one tour of military duty to any branch of the armed forces of the United States.

    Teachers on military leave shall be given the benefit of any increments and sick leave allowances which would have been credited to them had they remained in active service to the school district.

    Teachers on military leave shall receive up to 15 days of paid leave during each school year to use as a full 15 consecutive days or intermittently throughout each school year.

    At no time will the teacher on military leave be charged sick days or personal days from their personal accumulated paid leave account when deployed unless they voluntarily choose to do so to maintain pay.

12. The Board shall grant a leave of absence without pay to any teacher to campaign for, or serve in, a public office.
13. Any teacher who is absent because of an injury or disease which is compensated under Michigan Workers Compensation Law shall upon written application receive from the Board the difference between the allowances under the Worker's Compensation Law and his regular salary for the duration of the illness with no subtraction of sick leave through the duration of the individual teacher's contract.

C. Retirement / Separation of Service

1. Upon retirement and entering a teacher retirement program or upon death, after ten (10) years' of service to the Beaverton Schools, the Board agrees to grant terminal leave pay amounting to $75.00 per year, in the system, up to a maximum of $2,250**.**
2. Teachers who terminate their employment with Beaverton Schools after at least ten (10) years of service in the District, shall be paid 50% of 0.225% of base salary (at the time of employment termination) for each unused sick day they have accumulated. Teachers may opt for this payout of accumulated sick leave instead of the terminal leave pay of Paragraph C, 1 above. They shall not receive both payments.
3. Incentive for Early Notification of Retirement / Separation of Service
    a. In order to assist district efforts to effectively plan for staffing and placements for each subsequent school year, a one-time incentive for early notification of retirement and/or separation of service shall be offered to bargaining unit employees who have a minimum of ten (10) years of continuous service at Beaverton Schools. The following conditions apply:
        i. Eligible employees can be on paid or unpaid leave of absence and apply.
        ii. The application, once submitted in writing to Central Office, is binding on both parties.

iii. Applicants understand that:
1. They will not be eligible for unemployment compensation and,
2. Acceptance of this incentive shall not affect any rights of a member under the Teacher Retirement Law.

iv. One-time incentive shall be paid according to the following:
1. Notification six (6) months prior to retirement date $1,000.00
2. Notification three (3) months prior to retirement date $ 500.00

D. Family Medical Leave

1. The Board shall grant unpaid leaves of up to twelve (12) weeks for each employee eligible under the law (currently defined as employees who have been employed at least twelve (12) months within the previous seven (7) years and who have worked a minimum of 1,250 hours in the previous twelve (12) months.) If the employee requests leave for one of the following reason, the Employer shall consider the initial twelve (12) weeks of such leave as a request for leave under the Family and Medical Leave Act:
    a. The serious health condition of the employee; or of the employee's spouse, parent, child, grandparent, in-laws or siblings; or
    b. The placement of a child for adoption or foster care; or the birth of employee's son or daughter and care of the infant child includes an individual under 18 for whom the employee serves in Loco parentis; a child over 18 who is incapable of self-care because of physical or mental disability; or a biological adopted or foster child.
2. The Beaverton School District requires the completion of the Family Leave Request Form, along with medical certification to support the request for a leave. The District may also require an additional medical opinion, selected by the School District, (at the District's expense) to support the request for a leave of absence due to a serious health condition and to support the teacher's return to work. A physician's medical release to return to work is required to determine the fitness for the employee's return.
3. District guidelines regarding FMLA:
    a. Non-emergency leaves should be requested on the District form(s) at least thirty (30) days prior to the start of such leave.
    b. The twelve (12) weeks of leave will be based on a rolling twelve (12) month calendar. In any consecutive twelve (12) month period, the employee is entitled to twelve weeks of family medical leave.
    c. Sick time and personal time may be used at the employee's option simultaneously with the FMLA count days.
    d. Employee report of absences needs to be completed and turned into the employee's immediate supervisor.
4. The days beyond accrued personal and sick leave will be unpaid. However, if an employee, who has accrued leave days, chooses to begin the leave on an unpaid basis, he or she will not be allowed to convert to paid days during the leave.
5. During Family Medical Leave, medical, dental and vision benefits will be continued under the same conditions and at the same level as if the employee were still at work.
6. Seniority shall continue to accrue during the FMLA leave. Salary schedule credit shall also continue to accrue while on such leave.
7. The employee shall have the right to take the leave on a reduced or intermittent schedule. Increments may be taken using the shortest amount of time allowed for other types of leave. If the intermittent leave is for scheduling of appointments for health care, the employee should make a reasonable effort to do so as to not unduly disrupt the operations of the District. However, it is the judgment of the provider that shall prevail regarding scheduling of the second opinion, if one is requested by

the District. However, as provided under the FMLA, instructional employees who request an intermittent or reduced schedule leave involving being absent more than twenty percent (20%) over the period of time requested, may be required by the Employer to take leave for periods of a particular duration. This request is also subject to a second opinion if requested by the District.

ARTICLE XIII - PERSONAL LEAVE

A. Each teacher shall be granted, annually, three (3) personal leave days with pay. If these additional three (3) personal leave days cause the personal leave accumulation to exceed the maximum of five (5) personal leave days, then those personal leave days over five (5) shall be added to the teacher's accumulated sick leave.

B. These days shall not be used to extend scheduled vacations, except those noted in Article XIII, paragraph D. At least 48-hour advance notice must be given to the building principal except in case of emergency. Not more than five (5) teachers at the Elementary School and five (5) teachers at the Jr./Sr. High School shall be given personal leave on the same day. Personal days shall not be used on professional development or make-up days except as may be allowed at the discretion of the Superintendent on a case by case basis. No case is to be precedent setting. Personal leave requests for professional development days must be applied for directly to the Superintendent with notification to the building principal.

C. Each teacher shall be allowed the use of one (1) personal day in the month of May. Additional personal days may be allowed at the discretion of the Superintendent on a case by case basis. No case is to be precedent setting.

D. The following vacation/holidays may be extended by use of personal days: Labor Day, Christmas, Good Friday/Easter, Thanksgiving, Deer Hunting (Nov. 15), Spring Break and Memorial Day. Any teacher may apply for the use of personal days to extend either pre or post any one of the above listed vacation/holidays. When a teacher is granted use of personal days for any one of the vacation/holidays he or she will not be eligible to apply for any other extension for the duration of the school year unless there is less than the maximum number of teachers applying to use the additional dates. The selection of teachers who do get the extensions will be done in each building by the principal using a random drawing of names. Teachers must apply at least sixty-five (65) days prior to the vacation/holiday date they are seeking to extend with the exception of Labor Day. For extension of Labor Day, teachers must apply by July 1st. By September 10th of each year, the Association will post a list of extension application deadlines in each teacher's lounge and a copy will be given to each building administrator. With the exception of Labor Day, no applications will be taken prior to September 10th of each year. All drawings must be done sixty (60) days before each vacation or holiday. If no applications have been made by the deadline, the time limits will be waived by the building principal. Provided substitutes can be scheduled, five (5) teachers per building may be absent on a first come, first served basis.

E. Unpaid leave, if approved by the administrator, will not receive Board paid benefits after the second day of absence.

ARTICLE XIV - INSURANCE PROTECTION

A. Pursuant to the authority as set forth in the Michigan Public School Code, as amended, the Board agrees to provide the following insurance protection to all full and part time teachers, as soon as

possible after the contract is ratified and signed.. During the term of this contract, the medical benefit coverage plan year will remain January 1 to December 31.

For the duration of this Master Agreement, the Board has chosen under the Senate Bill 7, Public Act 152, to go with the hard cap for insurance premiums. On January 1, 2025, the district will pay the 2025 hard cap rates.

Calendar Year 2025	Calendar Year 2026
Single $7,718.26	Single $7,942.09
2 Person $16,141.28	2 person $16,609.38
Family $21,049.85	Family $21,660.30

Employees are responsible for any medical benefit plan costs over the hard cap listed above or as provided in Article XIV, Paragraph F, whichever is greater.

MAJOR MEDICAL: PAK A FOR TEACHERS NEEDING HEALTH INSURANCE

MESSA Choices - 0% Coinsurance
Choices Medical Plan Highlights - Appendix 10
Choices 3-Tier Rx Overview - Appendix 11

OR

MESSA ABC 1 - 0% Coinsurance
ABC 1 - 0% Coinsurance Medical Plan Highlights - Appendix 12
ABC 3-Tier Rx Overview - Appendix 13

OR

MESSA ABC 1 - 20% Coinsurance
ABC 1 - 20% Coinsurance Medical Plan Highlights - Appendix 14
ABC 3-Tier Rx Overview - Appendix 15

For the duration of this Master Agreement

Life Insurance: $40,000, AD&D Disability waiver will apply

Vision: SetSeg - VSP Choice
WellVision Exam: 100% after $10 copay once every 12 months
Prescription Glasses: $10 material copay once every 12 months (see frames and lenses) Frame: $130 / $150 (featured), 20% savings over allowance, $70 Walmart/Sam's Club/ Costco frame allowance once every 12 months Lenses: 100% once every 12 months (progressive, single vision, lined bifocal, lined trifocal, impact resistant) Premium Progressive Lenses: $95 - $105 once every 12 months Custom Progressive Lenses: $150 - $175 once every 12 months Contacts (instead of glasses): $130 (no copay) once every 12 months Contact Lens Exam: Up to $60 once every 12 months

Dental: SetSeg – ADN Self-funded:
$1,000 ANNUAL MAXIMUM
NO ORTHODONTICS
NO SEALANTS
TWO CLEANINGS PER YEAR

PAK B FOR TEACHERS NOT NEEDING HEALTH INSURANCE

Life Insurance: $40,000, AD&D Disability waiver will apply

Vision: SetSeg - VSP Choice
WellVision Exam: 100% after $10 copay once every 12 months
Prescription Glasses: $10 material copay once every 12 months (see frames and lenses)
Frame: $130 / $150 (featured), 20% savings over allowance, $70 Walmart/Sam's Club/ Costco frame allowance once every 12 months
Lenses: 100% once every 12 months (progressive, single vision, lined bifocal, lined trifocal, impact resistant)
Premium Progressive Lenses: $95 - $105 once every 12 months
Custom Progressive Lenses: $150 - $175 once every 12 months
Contacts (instead of glasses): $130 (no copay) once every 12 months
Contact Lens Exam: Up to $60 once every 12 months

Dental: SetSeg – ADN Self-funded:
$1,000 ANNUAL MAXIMUM
NO ORTHODONTICS
NO SEALANTS
TWO CLEANINGS PER YEAR

In Lieu:

Single Member - $300 per month ($3600 annually) cash in lieu of health insurance through the District's Section 125 Plan.

Two-person - $400 per month ($4800 annually) cash in lieu of health insurance through the District's Section 125 Plan.

Full Family - $500 per month ($6000 annually) cash in lieu of health insurance through the District's Section 125 Plan.

B. For bargaining unit employees enrolled in a Health Savings Account (HSA) whose premium costs are under the hard cap amounts described in Paragraph A above, the District contribution to HSA accounts (per Article XIV, Paragraph E) will be a quarterly contribution (3/12ths) occurring on the first banking day on or after August 1, November 1, February 1 and May 1 of each plan year (subject to IRS limitations). New hires enrolling in an HSA plan will receive prorated HSA contributions starting with their first month of insurance eligibility.

C. Bargaining unit members that terminate employment during the plan/benefit year will have a final summary of PA 152 compliance. Any shortfall will be adjusted with the final HSA contribution. Any overpayment to the bargaining unit member will be due to the District on the 10th day of the month following their termination date through either a direct payment to the District or a payroll adjustment.

D. Each teacher must elect either PAK A or PAK B. Insurance becomes effective September 1 and is effective through August 31 of each contractual year.

E. Teachers who work the contracted school year shall receive a full year of insurance. Teachers who are hired after the start of the school year will receive insurance from the date of hire through August 31 of the contractual year. If a teacher resigns, retires, or is terminated before the last teacher report day of the school year, the Employer's obligation to contribute insurance premiums

shall terminate at the end of the calendar month in which a teacher last provides professional services subject to the Teachers' Tenure Act.

In the event of the death of a bargaining unit member who is still in active employment status with the district and receives district paid healthcare, the district will offer COBRA benefits to the member's surviving family members that were covered under the employer's healthcare plan at the time of the employee's death minus any regular, required employee contributions for the month immediately following the employee's death.

F. If the Publicly Funded Health Insurance Contribution Act is amended or repealed during the term of this contract, the parties will negotiate the Board's contribution towards health insurance costs. During negotiations, the Board's contribution towards health insurance costs shall not exceed 3% when compared to the Board's contribution in the immediately preceding plan year.

G. Covered dependents who turn the age of 26 during the duration of the Master Agreement shall be covered for the entire calendar year of the agreement as set forth by the current insurance provider.

H. After the 2026 medical benefit coverage plan year,the District shall pay the hard cap rates set forth by the State of Michigan Department of Treasury for full-time teachers that accept the District provided insurance. If the bargaining unit employee must pay a portion of the insurance premium because of negotiated changes or requirement of law, they may pay the insurance premium through the district's Section 125 Plan.

ARTICLE XV - PROFESSIONAL PERFORMANCE

A. Each teacher shall have the right upon request to review the contents of his own personnel file within the system. This excludes any confidential material, such as recommendations from colleges, universities and previous employers. A representative of the Association may be requested to accompany the teacher in such review. The use of eaves-dropping, closed circuit television, public address or audio systems, and similar surveillance devices for the purpose of monitoring bargaining unit employees shall be strictly prohibited.

B. A teacher shall at all times be entitled to have a representative of the Association present when he/she is meeting with administration. When a request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Association is present.

C. Evaluation:

Performance evaluation for certified staff covered under this Master Agreement shall be governed by RSC 1249, as amended effective July 1, 2024, and as impacted by Board Policy 4403, Professional Performance Evaluation, adopted on January 9, 2023 and by the mutual agreed upon Beaverton Schools 5D+ Teacher Evaluation Handbook. The handbook shall be reviewed annually by both parties and changes signed by the Association President and Superintendent of Schools.

ARTICLE XVI - PROTECTION OF TEACHERS

A. Since the teacher's authority and effectiveness in his/her classroom is undermined when students discover that there is insufficient administrative backing and support of the teacher, the Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. Whenever it appears that a particular pupil requires the attention of special counselors, social workers, law enforcement, physician or other professional workers, the Board will take reasonable steps to relieve the teacher of responsibilities with respect to such pupils.

B. Any case of assault upon a teacher, shall be promptly reported to the Board or its designated representative. The Board may provide legal counsel to advise the teacher, who is acting within the framework of Board policy of his/her rights and obligations with respect to such assault, and shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.

C. The Board will reimburse teachers who are acting within the framework of Board policy for any loss, damage or destruction of clothing or personal property in cases of assault against the teacher while on duty in the school or on the school premises. If a teacher is injured while in the line of duty, cost of medical, surgical or hospital care will be furnished by the Board to cover deductibles and overages not covered by hospitalization insurance or worker's compensation and not in violation of the PA 152 legislation If a teacher using reasonable caution and acting within the framework of Board policy shall suffer a loss while on duty, including at an away school activity, he/she may be reimbursed for such loss by the Board.

D. Any formal complaints by a parent of a student directed toward a teacher shall be promptly called to the teacher's attention.

E. Teachers shall not be individually liable, except in the case of negligence or neglect of duty, for any damage or loss to person or property.

F. Time lost by a teacher who is acting within the framework of Board policy in connection with any incident mentioned in this Article, not compensable under worker's compensation, shall not be charged against the teacher unless he/she is adjudged guilty by a court of competent jurisdiction.

G. Association Representation:

The employer shall offer association representation to the bargaining unit employee of the employee's choice in any case where an allegation has been made against the employee by a parent, student, or colleague that is the subject of the meeting or if the administration/employee suspects the employee may have committed some offense. When a request for such representation is made, no action shall be taken with respect to the bargaining unit employee until such a representative of the Association is present. The association representative shall be informed of the subject matter of any meeting a bargaining unit employee is required to attend in advance of the meeting and shall be permitted to meet privately with the employee in advance of such a required meeting.

H. Progressive Discipline.

A program of progressive discipline with due process shall be followed and the progression of steps of discipline may be modified depending on the severity and frequency of the employee's misconduct. Serious misconduct will result in accelerated steps in progressive discipline, up to and including discharge. Steps of progressive discipline include:

1. Oral warning (reduced to writing)
2. Written reprimand with a corrective action plan
3. Suspension without or with pay,
4. Discharge

Paid administrative leave pending an investigation is not considered to be discipline but could result in discipline after an investigation.

I. Discipline Appeal Process.

1. Tenured Teachers. Discipline on steps 1 or 2 of Paragraph H may be appealed to the Superintendent under the Grievance Procedure. Discipline on step 3 of Paragraph H may be appealed to arbitration under the Grievance Procedure provided the parties participate in mediation at least 90 days before any scheduled arbitration hearing. Any disciplinary action that constitutes a demotion or discharge under the Teachers' Tenure Act may only be appealed through the tenure process.
2. Probationary Teachers. Probationary teachers may appeal discipline to the Superintendent. If a probationary teacher is subject to discharge, the teacher will be informed of the date, time, and location of the Board meeting in which the discharge is being considered and will have an opportunity to respond to the recommended discharge.

ARTICLE XVII - NEGOTIATION PROCEDURES

A. The Board and the Association hereby agree to establish under agreeable terms a regular schedule wherein representatives of the two parties may meet and confer toward the resolutions of salaries, wages, economic fringe benefits, and hours of employment. Such a negotiations schedule must begin at least one hundred twenty (120) days prior to the expiration of this Agreement. Any agreement so negotiated shall apply to all bargaining unit employees and shall be reduced to writing and signed by representatives of the Board and the Association upon ratification by the Board and by a majority of the membership of the Association.

B. The Board and the Association pledge that the representatives selected by each shall have all necessary power and authority to present relevant data, exchange points of view, make proposals and counter proposals, and to sign an agreement or to effectively recommend acceptance of an agreement. In any negotiations described in this agreement, neither the Board nor the Association shall have any control over the selection of the negotiations representatives of the other party. Each party's group or team of representatives for negotiations shall consist of not more than seven (7) members. The internal organization of each team shall be determined by each team.

C. Negotiation teams will meet in closed sessions, unless otherwise agreed upon in advance. Either team may ask for a recess or caucus. The time and agenda for the next meeting will be established before adjournment of each meeting. The rules of the procedure listed in this article may be changed at any time by consent of both teams.

D. If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the Michigan Employment Relations Commission or take any other

lawful measures it may deem appropriate.

E. Contract maintenance negotiations are a part of the whole process called negotiations and should never be viewed as a separate entity. Contract maintenance negotiations are merely an opportunity to maintain continual contact, communicate concerns, solve problems, and make changes to the contract when both parties mutually agree to such changes.
    1. Two or three teacher representatives shall be selected by the Association and two or 30 three administrator representatives by the superintendent. The teacher and administrator representatives shall separately designate a teacher chairperson and an administrator chairperson who shall serve concurrently as co-chairpersons. The contract maintenance team will meet monthly if necessary by mutual agreement. By September 15th of each school year, monthly dates and times will be established by mutual agreement. A shared agenda will be set at least one (1) week before each meeting with no more than two (2) topics from each side to be discussed at the meeting.
    2. If contract language is agreed to by both teams it shall be reduced to writing in the form of letters of understanding and submitted to the Association and the Board of Education for approval. Upon approval by the Executive Board and the Board of Education it shall become effective immediately and a part of the Master Agreement for the duration of the Agreement.
    3. In years when a contract expires, the contract maintenance negotiation process will end in January of that school year and the regular process of negotiations will begin by February 15th to reach a successor agreement.
    4. The meetings of the Review Committee are not intended to bypass the grievance procedure outlined in this Agreement.

ARTICLE XVIII - PROFESSIONAL GRIEVANCE PROCEDURE

A. Grievance will be defined as a claim that there has been a violation or misinterpretation or inequitable application of a specific and expressed term of this Agreement. The Association and all bargaining unit employees agree not to process a grievance in which the same or similar issue is being processed to the Michigan Employment Relations Commission, the EEOC, the FEPC or any other judicial or quasi-judicial body.

B. The Association hereby agrees that it shall designate an Association member to represent the bargaining unit employees. The number of representatives shall not exceed six (6). An alternate shall also be named in the event that the designated representative is unable to perform his/her duties. The names of the representatives and alternates, along with the grade levels they represent, will be submitted to each building principal within the first full week of the school year.

C. The President of the Association may participate in any grievance at any level.

D. The term “days” shall be defined as follows:
    1. School year teacher working days
    2. Summer vacation-central office working days

E. Within five (5) days of the alleged occurrence of a violation, the teacher shall orally discuss the alleged violation with the Association representative and his/her immediate principal. If a satisfactory conclusion to the grievance is not reached orally within (5) five days of discussion, the teacher or group of teachers shall reduce the grievance to writing specifying the facts and the alleged section of the Agreement which has been violated and the relief requested and file same within five (5) days of the discussion with both the principal and the **S**uperintendent.

F. Within five (5) days of receiving the written grievance, the principal shall specify in writing his/her decision to the Association, the grieving teacher and the **S**uperintendent.

G. If the decision of the principal is not satisfactory to the grieving teacher, the teacher may forward the grievance to the Superintendent within (5) five days and the Superintendent shall within (5) five days after receiving the grievance arrange a meeting with the grieving teacher and/or the Association and the principal. At said meeting all parties, including the principal**,** shall be given an opportunity to be heard. Within five (5) days of the meeting the Superintendent shall render his/her decision in writing, filing a copy with the Association and the grieving teacher and retaining a permanent copy in his/her files. If the decision of the Superintendent is unsatisfactory to the grieving teacher, then he/she may appeal the Superintendent's decision to the Association's Executive Board within (5) five days of receiving the Superintendent's decision. The Association's Executive Board will then determine whether the grievance will be appealed to the Board. If the Association's Executive Board agrees with the grievant, the Association will file in writing an appeal with the Board of Education at least ten (10) days prior to the next regular Board meeting. Upon receipt of the grievance, the secretary of the board shall place the same on the agenda for that meeting and at said meeting the teacher and/or representative shall be given an opportunity to be heard. The Board shall render a decision in writing not later than the next regular board meeting thereafter transmitting a copy of same to the Superintendent, the grieving teacher and the Association.

H. Failure to appeal a decision at any level within the specified time limits, shall be deemed an acceptance of a decision at that level and all further proceeding**s** shall be barred.
Should a teacher withdraw his/her grievance at any level or leave the employment of the system, then all further proceedings of that grievance shall be barred. It is expressly understood that the grievance procedure shall not apply to discharge and demotion as defined in the Tenure Act.

I. If the decision of the Board is not satisfactory to the Association, the grievance may be submitted to arbitration before an impartial arbitrator and/or arbitrators selected by the parties. If the parties cannot agree as to the arbitrator, he/she shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration hearing. The arbitrator shall have no power to alter, add to or subtract from the terms of this Agreement. Both parties agree that the decision of the arbitrator shall be final and binding and that judgment thereon may be entered in any court of competent jurisdiction.

J. If any teacher for whom a grievance is sustained shall be found to have been unjustly discharged or improperly deprived, he/she shall be reinstated with full reimbursement of all professional compensation lost.

K. The cost of arbitration under this Article shall be paid by either party to this Agreement requesting arbitration.

L. For administrative convenience, the Board may cause complaints which may be subject of grievances under this Article to be presented to a department head, assistant principal, or other school employee, for informal processing, in an effort to reduce the number of formal grievances handled under the professional grievance procedure herein established. The parties shall mutually work out procedures for such informal processing upon request, but exhaustion of such informal procedures shall not be required as a condition precedent to invoking the grievance procedure, nor shall the participation of department heads, assistant principals or other employees in such informal procedures be deemed to be a supervisory or executive function.

M. The standard form set forth in the appendices of this agreement shall be used for all grievances.

N. Arbitration
    1. Each party shall be responsible for the expenses of the witnesses that they may call.
    2. The Arbitrator shall render his/her decision in writing not later than thirty (30) working days from the date of the conclusion of the arbitration hearing**.**
    3. If a scheduled arbitration case is postponed on less than one (1) week notice to the other party, the party requesting the postponement will pay any and all Arbitrator If charges caused by the postponement unless mutually agreed upon by the parties.
    4. The Association shall give the Superintendent five (5) working day advance notice of employees it needs to be excused from work to attend the arbitration hearing**.**
    5. The time limits provided in the Article shall be strictly observed, but may be extended by written agreement of both parties.

ARTICLE XIX - MISCELLANEOUS PROVISIONS

A. The Board agrees at all times to maintain an adequate list of substitute teachers. Teachers shall be informed of a number they may call before 6:30 A.M. to report unavailability for work in addition to calling the school office to alert the building administrator's voicemail. Once a teacher has reported unavailable, it shall be the responsibility of the Administration to arrange for a substitute teacher. An absent teacher must have written lesson plans available for the substitute teacher.

   Every effort will be made to maintain the regular daily schedule; however, it shall be the building principal's responsibility to schedule or cancel classes or tutorials as dictated by the availability of substitutes.

B. No bargaining unit employee shall be subjected to a polygraph or lie detector assessment by the District.

C. The Association shall be duly advised by the Board through the professional negotiation representatives, of fiscal, budgetary and tax programs affecting the district and the Association shall, whenever feasible, have the opportunity in advance to consult with the Board with respect thereto prior to general publication.

D. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement. 33. The provisions of this Agreement shall be incorporated into and be considered part of the established practices employed by the Board. No past practices shall be recognized unless committed to writing and incorporated into this agreement.

E. Copies of this Agreement shall be provided to all teachers now employed or hereafter employed by the Board.

F. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

G. Mentor Teachers
    1. A mentor teacher shall be assigned in accordance with the following:

a. Every effort shall be made to have a mentor teacher be a tenured bargaining unit employee.
b. Participation as a mentor teacher shall be voluntary.
c. The Administration shall notify the Association whenever a mentor teacher is matched with a probationary teacher and when any change occurs.
d. Every effort shall be made to match mentor teachers and mentees who work in the same building and have the same area of certification.
e. When selected, the mentor teacher shall be willing to serve for three (3) years. Either the mentor or the mentee may request a change of assignment.

2. The Board and the Association agree the relationship between mentor and mentee shall be confidential.
3. The amount to be paid to one teacher as mentor, limited to one probationary teacher per year is:

Year 1 of mentee $500.00
Year 2 of mentee $250.00
Year 3 of mentee $ 50.00

H. Long-term Substitute Support Teacher

1. A long-term substitute support teacher shall be assigned when a long-term substitute is placed in a position for greater than 15 consecutive school days in accordance with the following:
   a. Every effort shall be made to have a long-term substitute support teacher be a tenured bargaining unit employee.
   b. Participation as a long-term substitute support teacher shall be voluntary
   c. The Administration shall notify the Association whenever a long-term substitute support teacher is matched with a long-term substitute teacher and when any change occurs.
   d. Every effort shall be made to match long-term substitute support teachers and long-term substitute teachers who work in the same grade level / department.
2. The amount to be paid to one teacher as long-term substitute support teacher, per year is:
   3 – 6 weeks $150.00
   Greater than 6 weeks $250.00

I. Attendance Incentive Stipend

Employees with the following attendance record at the end of the school year shall receive the following stipend:

1. Perfect Attendance: 1st Semester = $250; 2nd Semester = $250
2. Not more than one (1) absence: 1st Semester = $100; 2nd Semester = $100

In addition to the above, employees with perfect attendance at the end of each semester shall be eligible for a $1,000.00 award of whose names shall be placed in a container, and one drawn in the afternoon of the record's day immediately following the end of the semester in the Administration Conference Room. Such drawing date and time will be published by the Superintendent via an email to all staff no less than 48 hours before the drawing. Attendance at drawing is required. The only acceptable absences shall be for an approved professional day or jury duty. All other chargeable absences, including use of compensatory time awarded under the provisions of Article III, Letter C, will disqualify a person from the attendance incentive stipend.

ARTICLE XX - SENIORITY

A. SENIORITY. New employees hired into the unit shall be considered as probationary employees as prescribed by the Tenure Act.

B. The term seniority as hereinafter used shall be length of continuous service with the Beaverton Schools Board of Education.

When a vacancy of a semester or less in the bargaining unit occurs, the position may be filled on a temporary basis. The teacher hired for the temporary semester or less position which does not become more than a semester position does not acquire seniority in the bargaining unit.

Leaves of absence granted pursuant to this contract shall not constitute an interruption in the continuous service. Credit given for outside teaching experience in school districts shall not be considered for the purpose of accumulating seniority, but shall serve to reduce the probationary period in accordance with the provisions of the Tenure Act.

C. Seniority within the school system shall first be determined by certification as approved by the Department of Education of the State of Michigan, and shall secondly be determined by years of continuous employment in elementary grades and by secondary grades.

D. Any teacher who is granted Tenure shall have seniority from the last date of hire.

E. The Board of Education shall prepare yearly a Beaverton Schools employment list of certified staff and transmit a copy of the same to the Association on or before the 1st day of April each year.

F. The parties hereto, realizing that education, curriculum and staff to a large degree depend upon the economic resources available to the Board as provided by the public and the State of Michigan, and in accordance with this realization understand that in some instances it may be economically necessary to reduce the educational program, curriculum, and staff when funds are not available, hereby agree as follows:

1. It is hereby specifically recognized that it is within the sole discretion of the Board of Education to reduce the educational program and curriculum when economic necessity dictates.
2. The Board will follow the requirements established in the State Teacher Tenure Act and School Code. Recall period for staff will be aligned with the State Tenure Act.

G. In the event a teacher is recalled to a position in the Beaverton Schools, he/she shall not sustain any loss in accumulated sick leave, seniority, or any other benefits which were accumulated prior to layoff.

H. In the event a curtailment of the curriculum is necessary the relevance of the educational departments shall be studied by a joint committee of the Board and the Association. The Board shall make the final determination.

ARTICLE XXI - FISCAL ACCOUNTABILITY

A. "This entire agreement or specific provisions of the agreement may be rejected, modified, or terminated by an emergency manager under conditions provided in the Local Government and School District Accountability Act 2011." The Association's agreement to place this language into the collective bargaining agreement does not signify its acceptance of PA 4's constitutionality and will not impede the Association from initiating or being a party to actions against PA4.

Article XXII—Duration of Agreement

This agreement shall be effective after it has been ratified and signed by the parties, and shall continue in full force and effect until the 30 th day of June, 2028. This agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

BOARD OF EDUCATION

President

Secretary

Negotiation Representative

Negotiation Representative

BEAVERTON EDUCATION ASSOCIATION

Co- President

Co- President

Negotiation Representative

Negotiation Representative

Beaverton Schools

Appendix 1 – MERIT PAY

Letter of Agreement - Merit Pay

between the

Beaverton Education Association (BEA)

and the

Beaverton Schools Board of Education

A. Compliance with the Section 380.1250 of the School Code requires school boards to adopt compensation systems for teachers that include job performance and job accomplishments as a "significant factor" in determining compensation and additional compensation (merit pay).

B. The Association and all teachers recognize the Board's intent and obligation to comply with the Section 380.1250 of the School Code.

C. Merit Pay for Purposes of Complying with Section 380.1250 of the School Code:

1. The parties agree that Beaverton Schools will establish a merit pay pool equal to $10,000.00 to be shared evenly with all eligible certified staff qualifying for merit pay within each given school year. *($10,000 / Total Number of Merit Qualifying Certified Staff = Payout per Merit Qualifying Staff Member)*
2. The parties further agree that merit pay will be paid to certified teachers achieving a minimum of 80 points as verified by submission of the Beaverton Schools Merit Pay worksheet on or before noon on the last calendar workday of each school year.

D. Merit payments will be made the last pay period of June following guidelines outlined in Article VII, Paragraph G of the Master Agreement.

Beaverton Schools Board of Education

Mark Hayes — 9/15/25

Signed: Dated:

Beaverton Education Association

[signature] — 9/11/25

Signed: Dated:

Beaverton Schools
Merit Pay Worksheet

Staff Member: _____ School Year: _____

Criteria: To qualify for a shared portion of a $10,000.00 pot in additional compensation, certified instructional staff members must achieve a minimum of 80 points in the following areas: Evaluation, Professional Improvement, Leadership and Contributions. To qualify for merit pay certified instructional staff members must submit this completed worksheet with signatures to their administrator for verification no later than noon on the last calendar workday of the school year.

($10,000 / Total Number of Merit Qualifying Staff = Payout per Merit Qualifying Staff Member)

Evaluation (20 points of 120 possible) **Points Achieved _____**

- "Effective" rating on current evaluation = 20 points
- "Developing" rating on current evaluation = 10 points
- "Needing Support" rating on current evaluation = 0 points

Professional Improvement* (40 points of 120 possible) **Points Achieved _____**

- 75 or more learning hours of PD beyond DPPD = 40 points
- 50 or more learning hours of PD beyond DPPD = 30 points
- 25 or more learning hours of PD beyond DPPD = 20 points
- 5 or more learning hours of PD beyond DPPD = 10 points

**Teachers must seek prior approval from their building principal. A list of PD events, dates, and hours must be attached.*
**College Courses may contribute – each approved credit hour equals 25 hours of professional development.*
**One SCECH hour = one professional learning hour*
**Hours of professional improvement not defined by credit hours or SCECH will be determined by building principal at time of approval.*

Leadership (30 points of 120 possible)** **Points Achieved _____**

- Serving as chairperson on a building, district or state-level committee = 20 points
- Serving as a member of a building, district or state-level committee = 10 points
- No absences other than school sponsored absences = 10 points
- Membership on the Medical Emergency Response Team (District MERT) = 10 points
- Serving as a Lead Teacher during the school year = 5 points
- Serving as a Mentor Teacher during the school year = 5 points
- Serving as a Student Teacher advisor during the school year = 5 points

***A list of details must be attached.*
***Committees are defined as a Beaverton Schools committee (e.g. building council, behavior task force, curriculum committee, etc.) **Service on more than one committee shall be given credit up to the maximum points for this category.*
***Service as a mentor or lead teacher for more than one individual shall be given credit up to the maximum points for this category.*

Contribution* (30 points of 120 possible)** **Points Achieved _____**

- Volunteering at 10 or more school activities (outside contract times) = 20 points
- Volunteering at 7 or more school activities (outside contract times) = 15 points
- Volunteering at 4 or more school activities (outside contract times) = 10 points
- Volunteering at 2 or more school activities (outside contract times) = 8 points
- Performing one Schedule B or Schedule C positions = 8 points
- Attending 5 or more school activities (outside contract times) = 5 points
- Attending 3 or more school activities (outside contract times) = 2 points

****A list of events, dates, and hours must be attached.*
****Staff-only social functions do not count.*
****Activities within the typical scope of work do not count (e.g. setting up/tearing down classroom, grade level meetings, grading papers, report cards, etc.)*

Total Points Achieved _____

Teacher Signature_____

Building Administrator Signature_____

Date Received_____ Business Manager Approval (initials) ____

Beaverton Schools
Appendix 2 - SCHEDULE A 2025-2026

STEP	BA	BA +20	MA	MA =30
1	41,621			
2	41,621	44,535		
3	41,621	44.535	47,864	
4	43,702	46,761	50,257	
5	45,783	48,988	52,651	54,940
6	47,864	51,215	55,044	57,437
7	49,945	53,441	57,437	59,934
8		55,668	59,830	62,432
9		56,782	61,027	63,680
10		59,008	63,420	66,178
11		61,235	65,813	68,675
12		63,462	68,207	71,172
13		63,462	68,207	71,172
14		63,462	68,207	71,172
15		64,477	69,922	72,187
16		64,477	69,222	72,187
17		64,477	69,922	72,187
18		64,477	69,922	72,187
19		64,477	69,922	72,187
20		66,507	71,252	74,217
21		66,507	71,252	74,217
22		66,507	71,252	74,217
23		66,507	71,252	74,217
24		66,507	71,252	74,217
25		68,537	73,282	76,247

Step and Lane Advancement for 2025-2026

Beaverton Schools

Appendix 3 - SCHEDULE A 2026-2027

STEP	BA	BA +20	MA	MA =30
1	42,245			
2	42,245	45,202		
3	42,245	45,202	48,582	
4	44,358	47,463	51,011	
5	46,470	49,723	53,440	55,764
6	48,582	51,983	55,869	58,299
7	50,694	54,243	58,299	60,833
8		56,503	60,728	63,368
9		57,633	61,942	64,635
10		59,893	64,371	67,170
11		62,153	66,800	69,705
12		64,414	69,320	72,239
13		64,414	69,320	72,239
14		64,414	69,320	72,239
15		65,444	70,260	73,269
16		65,444	70,260	73,269
17		65,444	70,260	73,269
18		65,444	70,260	73,269
19		65,444	70,260	73,269
20		67,505	72,321	75,330
21		67,505	72,321	75,330
22		67,505	72,321	75,330
23		67,505	72,321	75,330
24		67,505	72,321	75,330
25		69,565	74,381	77,390

Step and Lane Advancement for 2026-2027

Beaverton Schools

Appendix 4 - SCHEDULE A 2027-2028

STEP	BA	BA +20	MA	MA =30
1	42,667			
2	42,667	45,654		
3	42,667	45,654	49,068	
4	44,801	47,937	51,521	
5	46,934	50,220	53,974	56,321
6	49,068	52,502	56,428	58,881
7	51,201	54,785	58,881	61,441
8		57,068	61,334	64,001
9		58,209	62,561	65,281
10		60,492	65,015	67,841
11		62,774	67,468	70,401
12		65,057	69,921	72,961
13		65,057	69,921	72,961
14		65,057	69,921	72,961
15		66.097	70,961	74,001
16		66.097	70,961	74,001
17		66.097	70,961	74,001
18		66.097	70,961	74,001
19		66.097	70,961	74,001
20		68,179	73,043	76,083
21		68,179	73,043	76,083
22		68,179	73,043	76,083
23		68,179	73,043	76,083
24		68,179	73,043	76,083
25		70,260	75,124	78,164

Step and Lane Advancement for 2027-2028

BEAVERTON SCHOOLS
Appendix 5 - SCHEDULE B

Percent of the salary schedule based on years of experience in sport/activity and education level upon completion of posting period (unless waived), written application and appointed by Board of Education:

For persons hired for a Schedule-B position after June 30, 2013, the percent of the salary schedule will begin on Step 1 of the BA column and will proceed in one year increments through Step 7 of the BA column as shown on Schedule-A.

Sport/Activity:

Baseball/Softball – Varsity	10
Baseball/Softball – Asst. Varsity	3
Baseball/Softball – J.V.	7
Baseball/Softball – Asst. J.V.	3
Basketball – Varsity	10
Basketball – J.V.	7
Basketball – 8th Grade	5
Basketball – 7th Grade	5
Bowling – Varsity	10
Cross Country – Sr. H.S.	8
Cross Country – 7th and 8th Grade	3
Football – Varsity	10
Football – Asst. Varsity	6
Football – J.V.	7
Football – Asst. J.V.	5
Pom Pon – Sr. H.S.	2
Track – Sr. H.S. Head	10
Track – Sr. H.S. Asst.	6
Track – 7th and 8th Grade	4
Volleyball – Varsity	10
Volleyball – J.V.	7
Volleyball – 8th Grade	5
Volleyball – 7th Grade	5
Wrestling – Varsity	10
Wrestling –Asst. Varsity	3

BEAVERTON SCHOOLS
Appendix 6 - SCHEDULE C

Percent of the salary schedule based on years of experience in activity and education level upon written application with building principal approval:

For persons hired for a Schedule-C position after June 30, 2013, the percent of the salary schedule will begin on Step 1 of the BA column and will proceed in one year increments through Step 7 of the BA column as shown on Schedule-A.

Activity:

Band – Jr./Sr. H.S.	11.5
Business Prof. Of Am.	4
Head-to-Head	2
Art Club	2
World Language Club	2
Class Advisor – Freshman	1
Class Advisor – Sophomore	1
Class Advisor – Junior	2
Class Advisor – Senior	2.5
Debate	2
Drama – per play, others w/Board approval	3
Forensics – Jr./Sr. H.S.	6
National Honor Society	2
Quiz Bowl	2
Science Olympiad	2
Student Council – Jr. H.S.	1
Student Council – Elem.	1
Student Govt. Advisor – Sr. H.S.	2
Yearbook – Jr./Sr. H.S.	9

Training Expenses:

Per day pay of the current substitute teacher rate for attendance at training sessions*, when no other compensation is provided, or college credit taken, with mileage and meal allowance. This is applied only when meeting is after school hours, summer, weekends, or in general on non-release time, with prior administrative approval.

*School Improvement, Math Our Way, Reading Conference, Etc.

BEAVERTON SCHOOLS
Appendix 7 – SCHOOL CALENDAR

AUGUST 2025

Aug. 11: 6th Grade Orientation
Aug. 13: Open House 4:30-6:30 PM
Aug. 18: HALF-DAY 1st Day of School
Aug. 29: NO SCHOOL

AUGUST 2025						
S	M	T	W	TH	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER 2025

Sept. 1: NO SCHOOL
Sept. 26: Homecoming

SEPTEMBER 2025						
S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER 2025

Oct. 1: Count Day
Oct. 17: HALF-DAY End of 1st MP
Oct. 23: HALF-DAY Conferences 12:30-4 PM & 4:30-7 PM
Oct. 24: HALF-DAY

OCTOBER 2025						
S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER 2025

Nov. 26-28: NO SCHOOL Thanksgiving Break

NOVEMBER 2025						
S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER 2025

Dec. 19: End of 2nd MP
Dec. 22-31: NO SCHOOL Winter Break

DECEMBER 2025						
S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY 2026

Jan. 1-5: NO SCHOOL Winter Break continued
Jan. 19: NO SCHOOL

JANUARY 2026						
S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY 2026

Feb. 9: NO SCHOOL
Feb. 11: Count Day

FEBRUARY 2026						
S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

MARCH 2026

Mar. 20: HALF-DAY End of 3rd MP
Mar. 27-31: NO SCHOOL Spring Break

MARCH 2026						
S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL 2026

Apr. 1-3: NO SCHOOL Spring Break continued
Apr. 6: M-Step Testing Begins
Apr. 8: SAT
Apr. 9: ACT WorkKeys
Apr. 14: PSAT Week

APRIL 2026						
S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY 2026

May 21: Graduation
May 22: NO SCHOOL (Make-up day if needed)
May 25: NO SCHOOL Memorial Day
May 28: HALF-DAY; Last Day End of 4th MP

MAY 2026						
S	M	T	W	TH	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

BEAVERTON SCHOOLS
Appendix 8 – GRIEVANCE FORM

GRIEVANCE REPORT FORM

Beaverton Schools

Grievance #

Distribution of form:

Building	Assignment	Name of Grievant	Date Filed

STEP 1

A. Date Cause of Grievance Occurred:

B. 1. Statement of Grievance:

2. Relief Sought:

_____ _____
Signature Date

C. Disposition by Principal:

_____ _____
Signature Date

D. Position of Grievant/or Association:

_____ _____
Signature Date

STEP II

A. Date Received by Superintendent:
B. Disposition of Superintendent or Designee:

_____ _____
Signature Date

C. Position of Grievant/or Association:

_____ _____
Signature Date

STEP III

A. Date Received by Board of Education or Designee:
B. Disposition by Board:

_____ _____
Signature Date

C. Position of Association:

_____ _____
Signature Date

STEP IV

A. Date Submitted to Arbitration:
B. Disposition & Award of Arbitrator:

_____ _____
Signature Date

If additional space is needed in reporting sections, attach additional sheets. All provisions of Article _____ of the Agreement dated _____, _____, **WILL BE STRICTLY OBSERVED IN THE SETTLEMENT OF GRIEVANCES.**

BEAVERTON SCHOOLS
Appendix 9 – Choices Medical Plan Highlight

MESSA Choices
Medical plan highlights

MESSA
1475 Kendale Blvd. PO Box 2560
East Lansing, Michigan 48826-2560
517-332-2581 • 800-292-4910

Effective Date: 1/1/2026

MESSA Account: Beaverton Rural Schools

Employee Group: 295I All Employees

In-network health care benefits for you and your covered dependents

All services must be **medically necessary** and performed by a payable provider.

This is a brief summary of in-network benefits. If you obtain medical services from an out-of-network provider without a referral from an in-network provider, you may have to pay 100% of the cost or the applicable out-of-network cost share amounts. For coverage details, go to messa.org to log in to your MyMESSA account or call the MESSA Member Service Center at 800-336-0013 or TTY 888-445-5614.

Plan features	In-network
Annual deductible The amount you pay for health care services before your health insurance begins to pay. If one member of the family meets the individual deductible, but the family deductible has not been met, MESSA will pay for covered services for that member only. Covered services for the remaining family members will be paid when the family deductible has been met. The annual deductible is based on the calendar year, Jan. 1 to Dec. 31.	$500 individual/$1,000 family
Medical copayment A fixed amount you pay for a medical visit.	$20 Teladoc Health 24/7 care for minor illnesses, injuries and mental health, $20 Teladoc virtual primary care visit, $20 office visit for medical, mental health and/or substance use disorder treatment, $20 specialist visit, $25 urgent care, $50 emergency room, if not admitted
Medical coinsurance A fixed percentage you pay for a medical service.	0%
Prescription drug coverage Subject to prescription copayments and coinsurance.	3-Tier Rx
Annual out-of-pocket maximums The most you have to pay for covered medical services in a calendar year, including deductible, applicable coinsurance and copayments. Charges above approved amount and charges for services not covered under the plan do not count toward the out-of-pocket maximums. **Prescription:** The most you have to pay for prescription copayments and coinsurance in a calendar year.	Medical: $1,500 individual/$3,000 family Prescription: $2,000 individual/$4,000 family
In-network preventive care – no cost to you	
Preventive care Certain services such as annual exams, screenings, childhood and adult immunizations, and certain preventive medications.	**Prenatal and postnatal care** Prenatal and postnatal doctor visits.
In-network services subject to deductible and applicable copayment	
Emergency room (ER) Copayment waived if admitted or due to an accidental injury.	**Mental health and substance use disorder - outpatient care**
Office visit e.g. primary care physican, obstetrics and gynecology and pediatric visits.	**Specialist visit**

Teladoc Health visits 24/7 care for minor illnesses, injuries and mental health; virtual primary care visits.	**Urgent care** Copayment waived if services are required to treat a medical emergency or accidental injury.
In-network services subject to deductible and applicable coinsurance	
Acupuncture Must be performed by an M.D. or D.O or a registered acupuncturist.	**Allergy testing and therapy** Subject to deductible and coinsurance. Office visit copayment may apply
Ambulance	**Autism - applied behavior analysis (ABA) services**
Bariatric surgery	**Chiropractic services including modalities** Up to 38 visits per calendar year.
Diagnostic lab and X-ray	**Durable medical equipment (DME)**
Hearing aids There is a maximum benefit for a hearing aid for each ear during a 36-month period.	**Hearing care** Hearing related services performed by an M.D. or D.O.
Home health care	**Human organ transplant** Must be performed at an approved facility.
Inpatient hospital	**Medical supplies**
Mental health and substance use disorder - inpatient care	**Osteopathic manipulations** Performed by an Osteopathic physician. Up to 38 visits per
Outpatient physical, occupational and speech therapy Up to a combined benefit max of 60 visits per individual per calendar year.	**Prosthetics and orthotics**
Radiation and chemotherapy	**Skilled nursing facility** Up to a max of 120 days per calendar year.
Home delivery of prescription medications	
MESSA members can save time and money by ordering prescription medications through the Optum Rx mail order pharmacy. If your coverage includes a mandatory mail prescription rider, you must obtain most long-term maintenance medications from Optum Rx. For more information, go to messa.org to log in to your MyMESSA account and link to the Optum Rx website. For general questions about your prescription coverage, call MESSA at 800-336-0013 or TTY 888-445-5614. For questions about a prescription order, call Optum Rx at 800-903-8346.	
Medical care outside the U.S.	
MESSA members have access to doctors and hospitals with the BCBS Global Core program. You may want to visit the BCBS Global Core program's website (www.bcbsglobalcore.com) to find in-network providers prior to your departure.	
Covered services and approved amounts	
In-network providers bill BCBSM directly. Payments for covered services are based on BCBSM's approved amounts. Your liability is limited to the plan deductible, copayment and coinsurance requirements.	
Out-of-network providers may or may not bill BCBSM directly. The member is responsible to the provider for any deductibles, copayments, coinsurance and amounts that are in excess of the approved amount for the services as predetermined by MESSA and BCBSM. These amounts may be substantial.	
Medical benefits underwritten by Blue Cross Blue Shield of Michigan (BCBSM) & 4 Ever Life Insurance Company. BCBSM is an independent licensee of the Blue Cross and Blue Shield Association.	
Life and accidental death & dismemberment insurance	
Life insurance: $5,000 policy for you.	
Accidental death & dismemberment insurance (AD&D): $5,000 policy for you.	
Life and AD&D insurance underwritten by Life Insurance Company of North America.	

BEAVERTON SCHOOLS
Appendix 10– Choices 3-Tier Rx Overview

MESSA Choices

MESSA Choices with 3-Tier Rx Overview

Where to get your medication depends on which plan you have

Rx plan	Up to 34-day Rx	90-day Rx	Up to 30-day specialty Rx
Choices with 3-Tier Rx	– Retail pharmacy	– Retail pharmacy or – Optum Rx (optional home delivery by mail)	– Specialty medications are handled separately. Specialty drugs must be obtained by mail through Walgreens Specialty Pharmacy or select Walgreens retail pharmacies. If you obtain them from any other provider, you may be responsible for the total cost. The initial quantity of select specialty drugs may be limited, and your cost will be reduced accordingly. Additional fills for specialty drugs are limited to a 30-day supply.
Choices with 3-Tier Rx and Mandatory Mail*	– Retail pharmacy	– Optum Rx (required home delivery by mail)	

***Note:** The Choices with 3-Tier Rx and Mandatory Mail plan requires you to obtain certain long-term maintenance medications and 90-day prescriptions through Optum Rx. If a drug is on the list of medications requiring home delivery, it will not be covered if you obtain it from a retail pharmacy. You can go to a local pharmacy for short-term prescriptions, such as antibiotics or medications that have a limited supply.*

What you pay for a prescription from an in-network pharmacy

	Up to 34-day supply	90-day supply
Specific preventive medications mandated by federal law are covered 100%.	No cost to you	No cost to you
Generics	$10 copayment	$25 copayment
Preferred brand-name drugs	20% coinsurance $40 minimum – $80 maximum	20% coinsurance $100 minimum – $200 maximum
Nonpreferred brand-name drugs	20% coinsurance $60 minimum – $100 maximum	20% coinsurance $150 minimum – $250 maximum

Note:** If the approved amount is less than the copayment, you pay only the approved amount for the drug. **Up to a 90-day supply of insulin may be obtained for the same amount as a 34-day supply from any in-network provider.

The amount you pay for brand-name medications varies because coinsurance is based on the price of the drug when filled.

If you obtain a nonpreferred brand-name drug when a generic drug is available, you will pay the nonpreferred brand-name drug coinsurance plus the difference in cost between the generic drug and the nonpreferred brand-name drug.

Prescription types (generic, brand-name and specialty) are subject to change without notice.

Your prescription plan includes a number of money-saving features, including prior authorization, step therapy and quantity limits.

To order medications through Optum Rx, log in to your MyMESSA account at messa.org and select "Optum Rx home delivery." You may also call MESSA at 800-336-0013 or TTY: 888-445-5614 for assistance or contact us via live chat from your MyMESSA account or through the MESSA app.

To fill your specialty medication prescription, call Walgreens Specialty Pharmacy at 866-249-5367.

BEAVERTON SCHOOLS
Appendix 11

MESSA ABC Plan 1
Medical plan highlights

MESSA
1475 Kendale Blvd. PO Box 2560
East Lansing, Michigan 48826-2560
517-332-2581 • 800-292-4910

Effective Date: 1/1/2026

MESSA Account: Beaverton Rural Schools

Employee Group: 295I All Employees

In-network health care benefits for you and your covered dependents

All services must be **medically necessary** and performed by a payable provider.

This is a brief summary of in-network benefits. If you obtain medical services from an out-of-network provider without a referral from an in-network provider, you may have to pay 100% of the cost or the applicable out-of-network cost share amounts. For coverage details, go to messa.org to log in to your MyMESSA account or call the MESSA Member Service Center at 800-336-0013 or TTY 888-445-5614.

Plan features	In-network
Annual deductible The amount you pay for health care services and prescription drug purchases before your health insurance begins to pay. The annual deductible is based on the calendar year, Jan. 1 to Dec. 31.	Single coverage: $1700 2-Person & Family coverage: $3400 Your deductible is subject to change each Jan. 1 to remain HSA-eligible according to IRS rules. When two or more lives are covered under this plan, the entire family deductible must be met before claims are paid for any individual.
Medical coinsurance A fixed percentage you pay for a medical service.	0%
Prescription drug coverage Under federal law governing HSA-eligible plans, prescription drugs are subject to the deductible (other than MESSA's free preventive prescriptions). After deductible is met, applicable prescription copayments and/or coinsurance apply. See free preventive prescriptions below.	3-Tier Rx
Annual out-of-pocket maximums The most you have to pay for covered medical services and prescriptions in a calendar year, including deductible, copayments and coinsurance. Charges above approved amount and charges for services not covered under the plan do not count toward the out-of-pocket maximum.	Single coverage: $3700 2-Person & Family coverage: $7400 Your out-of-pocket maximum is subject to change each Jan.1 to align with IRS adjustments.
In-network services covered at no cost to you	
Free preventive prescriptions MESSA ABC covers an extensive list of free preventive prescriptions that have no deductible, copayment or coinsurance, including cholesterol and blood pressure medications, weight loss medications, prenatal vitamins, contraceptives and many more.	No cost to you
Preventive care Certain services such as annual exams, screenings, childhood and adult immunizations, and certain preventive medications.	
Prenatal and postnatal care Prenatal and postnatal doctor visits.	

In-network services subject to deductible and applicable coinsurance	
Acupuncture Must be performed by an M.D. or D.O or a registered acupuncturist.	**Allergy testing and therapy**
Ambulance	**Autism - applied behavior analysis (ABA) services**
Bariatric Surgery	**Chiropractic services including modalities** Up to 38 visits per calendar year.
Diagnostic lab and X-ray	**Durable medical equipment (DME)**
Hearing aids There is a maximum benefit for a hearing aid for each ear during a 36-month period.	**Hearing care** Hearing related services performed by an M.D. or D.O.
Home health care	**Hospital emergency room (ER)**
Human organ transplant Must be performed at an approved facility.	**Inpatient hospital**
Medical supplies	**Mental health and substance abuse - inpatient and outpatient care**
Office visit	**Osteopathic manipulations** Performed by an Osteopathic physician. Up to 38 visits per calendar year.
Outpatient physical, occupational and speech therapy Up to a combined benefit maximum of 60 visits per individual per calendar year.	**Prosthetics and orthotics**
Radiation and chemotherapy	**Skilled nursing facility** Up to a maximum of 120 days per calendar year.
Teladoc Health visits 24/7 care for minor illnesses, injuries and mental health; virtual primary care visits.	**Urgent Care**

Home delivery of prescription medications

MESSA members can save time and money by ordering prescription medications through the Optum Rx mail order pharmacy. If your coverage includes a mandatory mail prescription rider, you must obtain most long-term maintenance medications from Optum Rx. For more information, go to messa.org to log in to your MyMESSA account and link to the Optum Rx website. For general questions about your prescription coverage, call MESSA at 800-336-0013 or TTY 888-445-5614. For questions about a prescription order, call Optum Rx at 800-903-8346.

Medical care outside the U.S.

MESSA members have access to doctors and hospitals with the BCBS Global Core program. You may want to visit the BCBS Global Core program's website (www.bcbsglobalcore.com) to find in-network providers prior to your departure.

Covered services and approved amounts

In-network providers bill BCBSM directly. Payments for covered services are based on BCBSM's approved amounts. Your liability is limited to the plan deductible, copayment and coinsurance requirements.

Out-of-network providers may or may not bill BCBSM directly. The member is responsible to the provider for any deductibles, copayments, coinsurance and amounts that are in excess of the approved amount for the services as predetermined by MESSA and BCBSM. These amounts may be substantial.

Medical benefits underwritten by Blue Cross Blue Shield of Michigan (BCBSM) & 4 Ever Life Insurance Company. BCBSM is an independent licensee of the Blue Cross and Blue Shield Association.

Life and accidental death & dismemberment insurance

Life insurance: $5,000 policy for you.

Accidental death & dismemberment insurance (AD&D): $5,000 policy for you.

Life and AD&D insurance underwritten by Life Insurance Company of North America.

BEAVERTON SCHOOLS
Appendix 12– ABC 3-Tier Rx Overview

If you have 3-Tier Rx with Mandatory Mail:

You must order all 90-day prescriptions and certain long-term maintenance medications through Optum Rx for home delivery.

To order medications through Optum Rx, log in to your MyMESSA account at **messa.org** and select "Optum Rx home delivery." You may also call MESSA at 800-336-0013 or TTY: 888-445-5614 for assistance or contact us via live chat from your MyMESSA account or through the MESSA app.

messa ABC
ACCOUNT-BASED CHOICES

MESSA ABC with 3-Tier Rx

Overview

- You pay the full cost of your prescriptions until your deductible is fully paid. After deductible, you are responsible for prescription copayments or coinsurance until your out-of-pocket maximum is reached.
- Save money by using Optum Rx for home delivery of your medications.
- In most cases, if your doctor writes "Dispense as written" or "DAW," your cost will be higher.
- If the approved amount is less than the copayment, you pay only the approved amount for the drug.
- Specialty medications are handled separately. Specialty drugs must be obtained by mail through Walgreens Specialty Pharmacy or select Walgreens retail pharmacies. If you obtain them from any other provider, you may be responsible for the total cost.
- The initial quantity of select specialty drugs may be limited, and your cost will be reduced accordingly. Additional fills for specialty drugs are limited to a 30-day supply.
- Your prescription plan includes a number of money-saving features, including prior authorization, step therapy and quantity limits.

	Up to 34-day supply	90-day supply
List of specific preventive medications in addition to those mandated by federal law are covered 100% with no deductible required.	No cost to you	No cost to you
After your deductible is met the following copayments apply:		
Generics	$10 copayment	$25 copayment
Preferred brand-name drugs	20% coinsurance $40 minimum – $80 maximum	20% coinsurance $100 minimum – $200 maximum
Nonpreferred brand-name drugs	20% coinsurance $60 minimum – $100 maximum	20% coinsurance $150 minimum – $250 maximum

The amount you pay for brand-name medications varies because coinsurance is based on the price of the drug when it is filled.

If you obtain a nonpreferred brand-name drug when a generic drug is available, you will pay the nonpreferred brand-name drug coinsurance plus the difference in cost between the generic drug and the nonpreferred brand-name drug.

Prescription types (generic, brand-name and specialty) are subject to change without notice.

Up to a 90-day supply of insulin may be obtained for the same amount as a 34-day supply from any in-network provider.

BEAVERTON SCHOOLS
Appendix 13

MESSA ABC Plan 1
Medical plan highlights

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1475 Kendale Blvd. PO Box 2560
East Lansing, Michigan 48826-2560
517-332-2581 • 800-292-4910

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MESSA Account: Beaverton Rural Schools

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In-network health care benefits for you and your covered dependents

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Plan features	In-network
Annual deductible The amount you pay for health care services and prescription drug purchases before your health insurance begins to pay. The annual deductible is based on the calendar year, Jan. 1 to Dec. 31.	Single coverage: $1700 2-Person & Family coverage: $3400 Your deductible is subject to change each Jan. 1 to remain HSA-eligible according to IRS rules. When two or more lives are covered under this plan, the entire family deductible must be met before claims are paid for any individual.
Medical coinsurance A fixed percentage you pay for a medical service.	20%
Prescription drug coverage Under federal law governing HSA-eligible plans, prescription drugs are subject to the deductible (other than MESSA's free preventive prescriptions). After deductible is met, applicable prescription copayments and/or coinsurance apply. See free preventive prescriptions below.	3-Tier Rx
Annual out-of-pocket maximums The most you have to pay for covered medical services and prescriptions in a calendar year, including deductible, copayments and coinsurance. Charges above approved amount and charges for services not covered under the plan do not count toward the out-of-pocket maximum.	Single coverage: $4700 2-Person & Family coverage: $8500 Your out-of-pocket maximum is subject to change each Jan.1 to align with IRS adjustments.
In-network services covered at no cost to you	
Free preventive prescriptions MESSA ABC covers an extensive list of free preventive prescriptions that have no deductible, copayment or coinsurance, including cholesterol and blood pressure medications, weight loss medications, prenatal vitamins, contraceptives and many more.	No cost to you
Preventive care Certain services such as annual exams, screenings, childhood and adult immunizations, and certain preventive medications.	
Prenatal and postnatal care Prenatal and postnatal doctor visits.	

In-network services subject to deductible and applicable coinsurance

Acupuncture Must be performed by an M.D. or D.O or a registered acupuncturist.	**Allergy testing and therapy**
Ambulance	**Autism - applied behavior analysis (ABA) services**
Bariatric Surgery	**Chiropractic services including modalities** Up to 38 visits per calendar year.
Diagnostic lab and X-ray	**Durable medical equipment (DME)**
Hearing aids There is a maximum benefit for a hearing aid for each ear during a 36-month period.	**Hearing care** Hearing related services performed by an M.D. or D.O.
Home health care	**Hospital emergency room (ER)**
Human organ transplant Must be performed at an approved facility.	**Inpatient hospital**
Medical supplies	**Mental health and substance abuse - inpatient and outpatient care**
Office visit	**Osteopathic manipulations** Performed by an Osteopathic physician. Up to 38 visits per calendar year.
Outpatient physical, occupational and speech therapy Up to a combined benefit maximum of 60 visits per individual per calendar year.	**Prosthetics and orthotics**
Radiation and chemotherapy	**Skilled nursing facility** Up to a maximum of 120 days per calendar year.
Teladoc Health visits 24/7 care for minor illnesses, injuries and mental health; virtual primary care visits.	**Urgent Care**

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Life and accidental death & dismemberment insurance

Life insurance: $5,000 policy for you.

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